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Appreciation, awards and reminder on MLK's union support

SEATAC, Wash. - Appreciation, recognition and civil and labor rights history shared the stage at the Northwest Recognition Banquet in honor of Council Reps and activists.

Northwest Council Chair **Tony Hickerson** announced the awards for more than 50 members and 'friends' for "untiring commitment ... and willingness to give more when asked," as noted in one of the outstanding-leader nominations.

Other nominations highlighted the nominees' efforts for:

- Face-to-face communication
- Coordinating with Contract Administrators
- Hosting lunchtime meetings
- Hosting regular Area Rep meetings
- Setting up a weekly visibility table in the cafeteria
- "Reasoned debate"
- (Working) "to get the broad perspective"
- "Good ideas"



Michael Honey, professor at the University of Washington, Tacoma, spoke at the banquet about labor and civil rights history.

Other award categories include new activist, outstanding activist, outstanding leader and lifetime service. Special recognition went to the Boeing Fire Department's Honor Guard from IAFF Local I-66 for conducting a flag ceremony at the banquet with "great precision, honor and dignity."

The Northwest Legislative and Public Affairs Committee presented 'Friend of SPEEA' to **Jeff Johnson**, president of the Washington State Labor Council (WSLC), AFL-CIO, and **Gillian Locascio**, former executive director of the Washington Fair Trade Coalition.

See the complete list of award recipients in the April SPEEA Spotlight.



SPEEA President Joel Funfar (left) with former presidents Ryan Rule, Tom McCarty and Craig Buckham at the banquet.

Speaker shares MLK history

Guest speaker **Michael K. Honey** highlighted **Martin Luther King Jr.**'s ties to the labor movement, including the Memphis sanitation workers' strike. Honey has written several books on King, including his newest release: "To the Promised Land: Martin Luther King and the Fight for Economic Justice." King was arrested 30 times in pursuit of civil/economic rights.

"Most people think of Martin Luther King as a civil rights activist," Honey

said. "But he was also a labor hero."

King earned a Ph.D. in sociology, but his family's history was rooted in poverty. His great grandfather was a slave, and his grandfather was a sharecropper.

King's great skill was to leave people with hope and encourage everyone to "maintain faith in the future," Honey said.

"We're learning and remembering the past for a reason," said Honey. "It's a guide. If we don't understand what happened, we can be played (for a fool)."

Wrapping up his presentation, he led the attendees in a version of 'Solidarity Forever,' with the modified refrain - "Together, we are strong."

Standing Together

A new award this year went to a group of 10 newer members who received the "Standing Together/Organizing" award. The group sought SPEEA representation for their job family and level. Other levels in the same job family were already in the SPEEA Tech Bargaining Unit.

The nomination noted: "The rejections by the company lasted over a year, and when faced with no other option than to go through an organizing process, they ALL eagerly signed cards." SPEEA was in contact with Boeing throughout the process. Boeing added the group to the Tech Unit last fall.



'Standing Together/Organizing' honorees included: Brad Bush, Karla Linstrom, Linda Gaustad, Bill Lacker, and Kris Johansson. Not shown: Kevin Burns, Randal Kram, Teresa Lee, Megan Peck and Kathleen Robinson.

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in Everett - P2

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training - P3

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law enforcement - P4



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SPEEA 101 a success

More than a dozen newer hires learned about their contracts at SPEEA 101 in Tukwila March 28. After the class, many of the attendees stayed to ask questions, including **Miguel Hernandez**. "I want to learn as much as I can," he said. SPEEA President **Joel Funfar**, shown above right (standing), helped answer questions. Members of the NW New Hire and Young Members Committees also met with the attendees.

SPEEA 101 coming to Everett

For a fast-paced overview of your SPEEA contract benefits and how your union works, plan to attend SPEEA 101. Pre-registration required.

SPEEA 101
Wednesday, April 25
 4:30 p.m.
 SPEEA Everett
 2414 106th St. SW
 RSVP: speea@speea.org

Added incentive for newer hires

For attending this class, SPEEA will provide a \$50 gift card to dues-paying members in good standing who hired or transferred into a SPEEA unit in the past year. Pre-registration required - by 5 p.m., Friday, April 20.

Prof/Tech retention appeal process

The SPEEA Prof and Tech Bargaining Units have a retention appeal process in their contracts (Article 8.4 for both units).

For questions, more information can be found on the process and requirements to appeal at www.speea.org (drop-down menu – Member Tools/Retention).

Deadline to file an appeal – The completed appeal request form must be sent

to SPEEA within 30 days of receiving the retention rating notice.

About retention ratings

Retention ratings are assigned by management to determine the order of layoff if needed. Both the ranking and rating are done within the same major organization, job family and Skill Management Code (SMC) and also level in the Tech unit.

Renton, Wash.

Discount for youth fishing event

Bring your child for a fishing lesson 11 a.m., Saturday, June 2 at Lake Washington in Renton.

SPEEA is offering a discount price of \$5 per youth, who must be 5 to 14 years old. The lesson includes a rod/reel combo, with volunteers at a fish cleaning station for those who catch fish (limit two fish per youth).



See the link to sign up at www.speea.org (click on SPEEA events).

If interested, sign up soon. Registration closes April 13 - and is limited to the first 40 youth. The Northwest Membership

Activities Committee (MAC) budget is covering the additional costs.

This is a special event at Gene Coulon Memorial Beach Park with CAST for Kids, a non-profit that promotes fishing opportunities for urban youth, special needs and veterans.



Support for Asian Pacific American Labor Alliance

SPEEA was a sponsor for the Asian Pacific American Labor Alliance (APALA), AFL-CIO, banquet March 23 in Seattle. Members of the SPEEA Diversity Committee are shown here with SPEEA leaders and guests. The banquet featured a silent auction (items on the table along wall), speakers and a panel on "Fighting Right-to-Work and Janus vs. AFSCME."

Application online for NW Council STEM grants

The application period is now open for the Northwest Council grants related to Science, Technology, Engineering and/or Math (STEM). See the application online at www.speea.org.

The NW Council STEM grants are for non-profit organizations or institutions, with at least one Northwest SPEEA member participating (as a coach, mentor or parent).

The deadline is Aug. 15.

For more information about the program, see Northwest Policy VII: Subsection B.4 (online at www.speea.org - drop-down menu: Councils/Governing Documents).

Volunteer for STEM Grant Review Committee

Members can also apply for the NW Council STEM Grant Review Committee with Northwest Council officers.

The committee reviews grant applications and makes funding recommendations. The Northwest Council votes on the grant allocations.

If interested, email your name and school district to speea@speea.org by July 2 to apply for the committee.

June 2 in SeaTac

Conference features workplace harassment training

When SPEEA Council Reps come for the leadership conference June 2, one of the training opportunities focuses on workplace harassment.

An attorney from SPEEA's legal counsel will lead the workshop called "Workplace Harassment: Walking the Line in a #MeToo World and 'What Me Worry?' Legal System."

About the workshop

The workshop focuses on the distinction between what is recognized as "harassment" and what the law may recognize as "discrimination." She will apply those concepts to the different situations a union may face: Supervisor v. unit member harassment; member v. member harassment; union employee v. union employee harassment; harassment (in either direction) between members and union staff.

Other workshops include grievance handling, leadership, legislative and outreach. SPEEA sends an email prior to the conference for participants to sign up for their choice of workshops.

The annual conference provides training for Council Reps in their roles as workplace liaisons.

WEU training for negotiations

SPEEA staff and legal counsel met recently with members of the Wichita Engineering Unit (WEU) Negotiation Team for training and discussion. Naomi Perera, an attorney who represents SPEEA, participated in the training while in Wichita for an arbitration hearing. Staff focal for Northwest negotiations also took part in the training.

TRAINING/ EVENTS

See online calendar for details. RSVP where you plan to attend.

PUGET SOUND

Free self-defense training at SPEEA

Saturday, April 14 - SPEEA Tukwila
RSVP: sheilam@speea.org

Saturday, April 21 - SPEEA Everett
RSVP: justinl@speea.org

Start time for both locations - 10 a.m.

Northwest Women's Advocacy Committee

March for Science - Seattle

Saturday, April 14 - 10 a.m./noon
Cal Anderson Park, Seattle

SPEEA 101 Everett

Wednesday, April 25 - 4:30 p.m.
SPEEA Everett

Northwest New Hire/Young Members Committees

SPEEA Kids Fishing Day

Saturday, June 2 - 11 a.m.
Gene Coulon Memorial Beach Park, Renton
Register by April 13

SPEEA discount \$5 per youth

Details at www.speea.org
(see link for SPEEA events)

Northwest Membership Activities Committee

Grievance Handling

SPEEA Tukwila: Tuesday, May 15 - 5 p.m.
RSVP: sheilam@speea.org

SPEEA Everett: Tuesday, May 22 - 4:30 p.m.
RSVP: justinl@speea.org

Required training for Council Reps

MIDWEST

Law Enforcement Appreciation Parade

Saturday, April 7 - 10:30 a.m.
400 block, Main St., Wichita

SPEEA is a sponsor

March for Science - Wichita

Saturday, April 14 - 11 a.m. to 2 p.m.
Sedgwick County Courthouse

Grievance Handling

Thursday, May 10
SPEEA Wichita

Required training for Council Reps

Executive Board mini-minutes - March 15

Attendees: Ryan Rule, Jimmie Mathis, Joel Funfar, Shannon Deacon, Mark Worden, Mike Shea, Keith Covert

Council officers: R. Matthew Joyce, Chris Streckfus, Emily Brent-Fulps, Theryl Johnson, Tony Hickerson

Guests: Mark Deacon

Staff: Ray Goforth, Robin Fleming, Bill Dugovich, Matt Kempf, BJ Moore, Steve Spyridis, Terry Hall, Elaine Carlson

At their regular meeting, the Board:

- Approved striking all attachments from the Feb. 1 minutes.
- Approved following regular form of board minutes for Feb. 15 and striking redline changes.
- Approved removing all attachments from the Feb. 15 board minutes.
- Approved applying standard format to attendees list and striking all attached reports for the March 1 board minutes.
- Approved donating \$700 to the Snohomish County Labor Council Labor Day Parade.
- Approved up to \$3,300 for expenses and up to 40 hours compensated time each for **Ronda Cockrell, Keith Covert, R. Matthew Joyce, Roger Aisaka, Mike Arrington, John Dimas, Rogelio Garcia, Nikolas Geiselman, Michael Knopp, Jimmie Mathis, Dan Nowlin, Daniel Peters, Joseph Pham, James Raskob, Carrie Rule, Bob Wilkerson and Gordon Yip** to attend the IFPTE Convention June 23-29 and up to 64 hours compensated time for **Joel Funfar, Donna Lehane and Ryan Rule** to attend the IFPTE Executive Council meeting and IFPTE Convention June 20-29.
- Approved \$750 to sponsor the 2018 Annual Law Enforcement Appreciation Parade in Wichita April 7.
- Approved \$700 to sponsor the 2018 Wichita State University College of Engineering open house lunch for high school students May 5.
- Approved \$1,000 to sponsor the 2018 Wichita State University College of Engineering open house May 5-6.
- Approved up to 24 hours compensated time each for **R. Matthew Joyce, Mark Gayer, Aaron Kitterman and Donna Lehane** to attend the Spirit annual shareholders meeting April 26.
- Approved up to 8 hours of SPEEA compensated time for **Donna Lehane** to attend the Kansas AFL-CIO quarterly board meeting in Topeka April 10.
- Approved up to 40 hours compensated time each for **Michelle Cooper, Bob Wilkerson, Catherine Owen and Gordon Yip** to attend the Coalition of Labor Union Women (CLUW) conference and National Executive Board (NEB) in Silver Spring, Maryland, April 30 - May 4.
- Allowed letters of request from the staff unions on the board agenda.
- Agreed not to take pictures of staff during board meetings without their consent.



SPEEA supports Wichita law enforcement parade

SPEEA is one of the sponsors of the KAKE TV Law Enforcement Appreciation Parade April 7 in Wichita. Shown here (from left) are SPEEA Midwest Council Treasurer **Chris Streckfus**, **Joe Shurtz**, KAKE TV, and SPEEA Midwest Council Chair **R. Matthew Joyce**. Other sponsors include the Fraternal Order of Police. Proceeds benefit the Honore Adversis Foundation, which supports families of officers injured or killed in the line of duty. The parade starts at 10:30 a.m. at the 400 block of Main Street. A community block party follows until 2 p.m.

Volunteers needed

United Way event in Everett

Join the SPEEA ambassadors helping at the Youth and Family Wellness Fair, Saturday, May 5, from 10 a.m. to 3 p.m., at Evergreen Middle School, Everett.

The United Way of Snohomish County is a partner of this free event with services for those with basic needs such as dental checks and haircuts.

The event includes workshops for youth and family on topics such as early childhood development, bullying, suicide prevention and parenting strategies. The fair offers free lunch, music and family friendly activities.

Volunteer opportunities range from greeters and food servers to a basketball referee. If interested in volunteering, email susannem@speea.org by April 27.

SPEEA Council actions - March 8

At their quarterly meeting, the SPEEA Council:

- Recognized newly seated Everett Council Rep **Thomas Metry** (E-13).
- Voted on the following:
 - M18-006 Proposed 2018/2019 SPEEA Budget - It is moved: The SPEEA Council concurs with the SPEEA 2018-2019 Fiscal Year Budget. For: 73. Against: 6. The motion passed.

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PDT)

Week of April 9, 2018	
Monday, April 9	4:30 p.m. SPEEA Veterans Committee
Wednesday, April 11	4:00 p.m. SPEEA Diversity Committee
Thursday, April 12	4:00 p.m. NW Council Meeting
Week of April 16, 2018	
Monday, April 16	3:30 p.m. SPEEA Legislative & Public Affairs
Tuesday, April 17	4:00 p.m. SPEEA Organizational Planning
Wednesday, April 18	4:00 p.m. SPEEA Governing Documents
Wednesday, April 18	5:00 p.m. NW Governing Documents
Wednesday, April 18	5:00 p.m. NW Membership Activities Committee
Thursday, April 19	4:00 p.m. Executive Board
Week of April 23, 2018	
Monday, April 23	4:30 p.m. NW Legislative & Public Affairs
Tuesday, April 24	4:30 p.m. NW Women's Advocacy Committee
Wednesday, April 25	4:30 p.m. NW New Hire & Young Members

MIDWEST MEETINGS (ALL TIMES CDT)

Week of April 9, 2018	
Monday, April 9	6:30 p.m. SPEEA Veterans Committee
Wednesday, April 11	6:00 p.m. SPEEA Diversity Committee
Thursday, April 12	4:30 p.m. MW Council Meeting
Week of April 16, 2018	
Monday, April 16	4:30 p.m. MW Legislative & Public Affairs
Monday, April 16	5:30 p.m. SPEEA Legislative & Public Affairs
Tuesday, April 17	4:00 p.m. MW Governing Documents
Wednesday, April 18	6:00 p.m. SPEEA Governing Documents
Thursday, April 19	6:00 p.m. Executive Board
Week of April 23, 2018	
No meetings scheduled	